

REG-9110.1 | 1981-82

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**COLORADO CIVIL RIGHTS
COMMISSION/DIVISION**

ACTIVITY REPORT

Fiscal Year 1981 - 1982

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COLORADO CIVIL RIGHTS
COMMISSION/DIVISION
Activity Report
Fiscal Year 1981-1982

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ACKNOWLEDGMENT: Appreciation is extended to the Colorado Civil Rights Division staff who provided special assistance in the preparation and publication of this report.

A MESSAGE FROM THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF
REGULATORY AGENCIES

During the fiscal year 1981-1982, the Colorado Civil Rights Commission/Division has been able to expand its services to the people of the State of Colorado, as a result of the reorganizational efforts that took place in 1980-1981. Division staff members have increased agency efforts to conduct educational outreach to the communities of persons protected by the fair employment, fair housing, and public accommodations statutes, and at the same time have worked concertedlly to increase the extent of voluntary compliance by employers and housing providers.

During the coming years, but especially during fiscal year 1982-1983, it can be expected that the fiscal pressures put on state government by depressed economic conditions will create new problems for the Civil Rights Division. It can also be expected, however, that the Division Director and her staff will work creatively and diligently to resolve the problems created by those fiscal pressures.

Wellington F. Webb

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Wellington E. Webb

The statutory mandate is that the commission study the character, cause and existence of discrimination and recommend ways and means of eliminating, perhaps more realistically, minimizing the occurrence of discrimination.

It is with this goal that the Colorado Civil Rights Commission/Division moves forward with guarded optimism and determination to stamp out the remaining vestiges of illegal discrimination in our state and to do it in such a way as to bring respect and credibility to the agency and the State of Colorado.

Jorothy J. Porter, Ph.D.

AN OVERVIEW AND MESSAGE FROM THE DIRECTOR
OF THE COLORADO CIVIL RIGHTS DIVISION

The Colorado Civil Rights Commission/Division continues to work deliberately and diligently to provide effective and efficient service to the community under its new organizational structure - changes in the charge processing procedure; new assignment and re-arrangement of personnel; new internal policies and performance standards have created a greater level of accountability and quality in spite of the anxiety and skepticism which are normally associated with change. While the more rigid time limitation for charge processing, for example, creates its own set of problems, it also demands a higher level of productivity and results in a quicker and potentially less draining resolution of discrimination cases from both the financial and emotional perspectives.

An exciting new component officially recognized, funded and staffed is the Research and Education Unit. It is clear that enforcement and education together are far more powerful than either in isolation of the other. This capability of the commission will serve to broaden the scope of the work of the Colorado Civil Rights Commission/Division which now includes specific goals for Research and Education as well as Compliance.

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Dorothy J. Porter, Ph.D.

**COLORADO CIVIL RIGHTS DIVISION STAFF
FISCAL YEAR 1981 - 1982**

ORGANIZATIONAL STRUCTURE

GOVERNOR

Colorado
Civil Rights Commission

Executive Director
Department of Regulatory Agencies

Director
Colorado Civil Rights Division

(Main Office and 2
Outreach Offices
in Denver)

Director of
Regional Offices
(Alamosa, Colorado
Springs, Grand Junction,
Greeley & Pueblo)

Director of
Compliance

Expedited Resolution
Program Coordinator

Director of
Research & Education

Administrative Officer

Public Information
Specialist

Regional Managers

Civil Rights Specialists/
Investigators

Employment Specialist

Housing Specialist

Research Specialist

Secretaries

Case Control
Coordinator

Training Specialist

HUD Coordinator

HUD Investigator

Clerical Supervisor

Senior Administrative
Clerk-Typists

Senior Secretary

Rev. Dr. James D. Peters, Jr., appointed to the Commission in 1981, is pastor of New Hope Baptist Church in Denver, Colorado. He is also president of Operation PUSH in Denver and secretary of the executive board of the American Baptist Churches of the Rocky Mountain Region. He has received several awards for community service, including the Southern Christian Leadership Conference's Outstanding Service Award presented to Martin Luther King, Jr.

COLORADO CIVIL RIGHTS COMMISSION

Sara J. Beery is a Municipal Judge in Grand Junction, Colorado, and services the Commission as a representative from the Western Slope. Commissioner Beery earned a Juris Doctorate degree from the University of Denver, and has worked for Colorado Rural Legal Services and the United States Department of Justice, Civil Rights Division. She was appointed to the Commission in March, 1975.

Lynn Brown is a Republican from Arvada, Colorado, and the Regional Administrator, Women's Bureau, United States Department of Labor. Commissioner Brown has a Master's degree in Public Administration, with a B.A. in Spanish. She has been active in advocacy for women's rights since 1970, having served on the Commission on the Status of Women, and currently participates in many women's organizations. She was appointed to the Civil Rights Commission in 1980.

Robert Rottman, Chairman of the Commission for FY 1981 - 1982, is a Denver native and a graduate of Denver public schools, the University of Denver, and the University of Denver School of Law (LL.D.). He is in private practice of law (general) and active in various community organizations and institutions. "My three years as a member of the Colorado Civil Rights Commission has been the most satisfying and significant of my public service experience. I am most appreciative to the opportunity to work with fellow commissioners and the Division staff and its Director in the areas of civil rights."

Raymond Roybal is Project Director for El Valle Housing Corporation in La Jara, Colorado, which is a program developed by the Federal Housing Administration

that utilizes the self-help concept in building homes. Commissioner Roybal attended Adams State College and the Universities of Colorado and Utah, with studies in psychology. Appointed to the Commission in 1980, Mr. Roybal hopes that Colorado continues to be a forerunner state which works diligently for civil rights.

John N. Franklin is deputy county attorney, El Paso County, Colorado and previously was engaged in private law practice in Colorado Springs. He earned his Juris Doctorate degree from the University of Wyoming, where he participated in Moot Court Competition and served as Student Bar Association Officer. He joined the Commission in 1981.

John Ortega of Pueblo, Colorado, is a social worker for the Geriatric Treatment Center, Colorado State Hospital. He received a Master Degree from the Graduate School of Social Work and a certificate from the Institute of Gerontology, both at the University of Denver. He has addressed issues of aging in workshops and publications and through involvement in community organizations. He was appointed to the Commission in 1981.

Rev. Dr. James D. Peters, Jr., appointed to the Commission in 1981, is pastor of New Hope Baptist Church in Denver, Colorado. He is also president of Operation PUSH in Denver and secretary of the executive board of the American Baptist Churches of the Rocky Mountain Region. He has received several awards for community service, including the Southern Christian Leadership Conference's Outstanding Service Award presented by the late Rev. Dr. Martin Luther King, Jr.

HISTORY

- o As a result of the 1951 Colorado Anti-Discrimination Act, the Fair Employment Practices Division was created within the Industrial Commission to provide research and education to reduce employment discrimination and to conduct hearings in cases involving public employers.
- o Recognizing the need for increased compliance powers in addition to the educational process, this division became the Anti-Discrimination Commission in 1955 with increased enforcement capabilities both in public and private employment.
- o The Commission's jurisdiction was increased again in 1957 with additions in employment law and with the responsibility for enforcement of the State's public accommodations law which, enacted in 1895, was Colorado's first civil rights act.
- o Colorado has the distinction of being the first state to enact fair housing laws which regulated both privately-financed and publicly-assisted housing. Enacted in 1959, Colorado's Fair Housing Laws preceded federal fair housing laws which were provided under Title VIII in 1968. Implementation of these laws was enhanced with the creation of the Metro Denver Fair Housing Center in 1965.
- o The Commission was directed through these years by Roy Chapman, Ed Terrones (Acting Director), and James F. Reynolds (1963-1980). During this time it also was placed within the Department of Regulatory Agencies.
- o Since enactment the Colorado Civil Rights statutes have been revised and expanded and now include jurisdiction in the three areas of employment, housing and public accommodations to remedy and prevent discrimination on the basis of race, creed, color, sex, national origin, ancestry, physical handicap, and on the basis of marital status (in housing and public accommodations only).
- o Currently the seven member bi-partisan Commission and the Division staff, which is under the direction of Dr. Dorothy J. Porter, work jointly to remedy and prevent discrimination against individuals and to assist private and public organizations to eliminate and prevent systemic discrimination. Its dual purposes of compliance and prevention has remained: to actively combat and prevent discrimination, and to actively promote Equal Opportunity for all.

GOAL AND OBJECTIVES

THE COLORADO CIVIL RIGHTS DIVISION

GOAL

TO ADVOCATE AND TAKE ACTION TO HELP
BRING ABOUT A FUTURE IN WHICH EQUAL
OPPORTUNITY WILL BE A REALITY FOR ALL PEOPLE.

OBJECTIVES

COMPLIANCE

To apply the Colorado Civil Rights Statutes to provide remedy to persons found to have suffered discrimination.

PREVENTION

To apply the Colorado Civil Rights Statutes to provide assistance to persons, groups, government, and business, both private and public, to prevent discriminatory acts and conditions.

ADMINISTRATION

To systematically and cooperatively enhance the visibility, viability and effectiveness of the Colorado Civil Rights Commission and Division.

preventive services to a wide range of Colorado Employees was continued throughout the fiscal year by the Employment Specialist. Probably the highlight of these was the publication and distribution of a manual entitled Eliminating Discrimination Practices for Colorado Employees (1982). The purpose of this manual was to assist employees and employers familiar with state and federal anti-discrimination laws. Other services provided by the Employment Specialist included compliance reviews of employment forms, affirmative action plans, also review of settlement and conciliation agreements between charging parties and Respondents. The budget for the Employment Specialist was \$115,000 for fiscal year 1982.

HOUSING. "Preventive" services in housing included the Fair Housing Opportunity Center model guides for metro-wide fair housing efforts. Along with serving as Acting Director to the Center, the Research and Education Housing Specialist also took part in numerous fair housing programs to housing-related groups, reviewed conciliation agreements in housing cases and provided follow-up measures to insure compliance.

RESEARCH AND EDUCATION

ACTIVITIES AND ACCOMPLISHMENTS

During the Fiscal Year 1981-1982, the Research and Education unit of the Civil Rights Division continued its projects that were initiated during Fiscal Year 1980-1981. Under the "preventive" function implemented last year, the Research and Education unit provided information, programs, participation and support to a broad spectrum of public and private sector employers and housing representatives designed to further preventive measures in the area of civil rights within these groups.

- 0 ADMINISTRATION. The Research and Education unit, under the direction of Dr. Kenneth E. Eye, saw its technical assistance projects increased during this fiscal year. Along with the regular staff members, Eleanor Crow, Research Specialist, Helen Johnson-Wilburn, Employment Specialist, Bea Sutton Branscombe, Housing Specialist, and Betty E. Franklin, Training Specialist, several staff members were employed on a temporary basis by the Research and Education unit and assigned to such HUD-funded projects as the Fair Housing Opportunity Center. Those staff members included George Morrison, HUD Grants Coordinator, Kenneth Tharp, HUD Investigator, Josefina Vilar, Housing Specialist, and Luanne Hughs.
- 0 EMPLOYMENT. The provision of technical assistance and other

preventive services to a wide range of Colorado Employers was continued throughout the fiscal year by the Employment Specialist. Probably the notable of these was the publication and distribution of a manual entitled Eliminating Discrimination Practices for Colorado Employees (February 1982), the purpose of which is to assist employees to become familiar with both state and federal anti-discrimination laws. Other services provided by the Employment Specialist included compliance reviews of employers' application forms, procedures and affirmative action plans; also review of settlement and conciliation agreements between Charging Parties and Respondents. Because of legislative budget reductions, the Employment Specialist position was eliminated at the end of Fiscal Year 1981-1982.

- 0 HOUSING. "Preventive" services in housing included the continuation of the Fair Housing Opportunity Center which provides significant model guides for metro-wide fair housing efforts. Along with serving as Acting Director to the Center, the Research and Education Housing Specialist also took part in numerous fair housing programs to housing-related groups, reviewed conciliation agreements in housing cases and provided follow-up measures to insure compliance.

0 RESEARCH. As during Fiscal Year 1980-1981, the Research Specialist, working closely with the Research and Education Director and other Research and Education staff, continued to provide complex statistical and other research assistance to compliance staff in the Denver and regional CCRD offices. This assistance included (a) background research for proposed legislation, (b) preliminary research preparation for a major study of housing discrimination in Denver and other cities, and (c) preparation of a variety of proposals submitted to the U. S. Department of Housing and Urban Development.

Other research activities performed by the Research Specialist included an adverse-impact analysis of the state Psychologist Certification Examination procedures and preparation of a draft manuscript study on "Measuring Housing Discrimination in Colorado." The Research Specialist was also eliminated at the end of Fiscal Year 1981-1982 due to legislatively initiated budget reductions.

0 TRAINING. During Fiscal Year 1981-1982, the Civil Rights Training Specialist, in cooperation with other CCRD personnel, organized and presented 76 training sessions and workshops in which Colorado civil rights statutes and procedures were explained.

Topics included discrimination in employment, housing and public accommodations, sex discrimination and harassment, and handicap discrimination. More than 1,900 participants attended the 76 sessions with a secondary impact audience of 4,900 business and agency personnel.

Equal opportunity and affirmative action training was also provided to military and civilian personnel at Fort Carson, in accordance with an executed Memorandum of Understanding.

HUD PROJECTS. During Fiscal Year 1981-1982, the Research and Education Unit was awarded seven HUD-funded grants, totaling \$237,000. The grants supplement the ongoing Research and Education Housing "preventive" program and aid the Compliance Unit in enforcement capability. The grants summarized below, because of their success in bringing about desired results, may again be funded by HUD in Fiscal Year 1982-1983.

1. Housing Capacity Building. \$77,000. This contract allowed for the partial payment of housing cases deferred from HUD and processed by the Division. It also allowed the Division to provide group training for CCRD and HUD investigative staff.
2. Fair Housing Opportunity Center. \$50,000. Under this grant, the Research and Education Unit was able to

survey the metropolitan area to access the feasibility of the Center, to create a coalition of housing consumers and providers, and to initiate the redevelopment of Community Housing Resources Boards (CHRB's) in Denver and Aurora. The Center staff was also heavily involved in testing for housing discrimination in both sales and rentals.

3. Fair Housing Market Audit. \$20,000. Funds from this grant assisted in the auditing of individual housing complaints and also an extensive housing study.
4. Fair Housing Training Materials. \$20,000. These funds were used primarily for the development of training materials for housing providers and actual conducting of training. A slide presentation on housing, which has been highly regarded by the housing industry and HUD, was

also developed under this grant.

5. Data and Information system. \$70,000. This three-part grant included:
 - a. Agency Data System. Up-graded data on case status to be more readily available on computer printouts.
 - b. Housing Discrimination Research. Along with the Fair Housing Market Audit, this grant enabled the Division to complete a housing market study entitled, "Discrimination, Segregation and Minority Housing in Sunbelt Cities: A Study of Denver, Houston and Phoenix."
 - c. Social Indicators. Materials developed under this grant are included in the housing market study mentioned above.

COLORADO CIVIL RIGHTS LAWS

EMPLOYMENT

The Anti-Discrimination Act of 1957, as re-enacted, prohibits discrimination in employment based on race, creed, color, sex, national origin, ancestry and physical handicap. It includes discrimination by employers in hiring, firing, promotions and matters of compensation. Employment agencies, labor unions, on-the-job training programs, apprenticeship training, vocational schools and advertisements also are covered by this law.

Employment charges must be filed with the Colorado Civil Rights Commission within six months of the date of the alleged discrimination or with the Equal Employment Opportunity Commission (EEOC) within 180 days. To avoid duplication of effort a charge will be processed by the most appropriate agency when there is common jurisdiction. A Civil Rights Specialist can assist in the filing of charges. During the investigation stage all information is confidential.

HOUSING

The Fair Housing Act of 1959, as re-enacted, prohibits discrimination in the showing, renting, leasing or sale of housing or vacant land which includes mobile homes, trailer spaces, duplexes, commercial property and private homes. This law prohibits discrimination based on race, creed, color, sex, national origin, ancestry, physical handicap and

marital status.

The law also prohibits discrimination in financial assistance for housing, such as loans for buying, repairing or maintaining housing. Segregation, restrictive covenants, discriminatory advertising and retaliation against employees who obey the Fair Housing Law also are prohibited.

Housing charges must be filed with Colorado Civil Rights Division within 90 days of the alleged discrimination or with the U. S. Department of Housing and Urban Development (HUD) Regional Office of Fair Housing within 180 days. When there is common jurisdiction a charge will be processed by the most appropriate agency to avoid duplication of effort.

PUBLIC ACCOMMODATIONS

The Anti-Discrimination Act of 1957, as re-enacted, prohibits the denial of services and unequal treatment by places or public accommodations, including (but not limited to): businesses engaged in any sales or offering any services to the public; any place to eat, drink, sleep or rest; any recreational area or facility; any public building or facility; any public transportation facility; education institutions; and health-care services and facilities. The law prohibits discrimination based on race, creed, color, sex, national origin, ancestry, physical handicap, and marital status.

Originally enacted in 1895, the State's public accommodations law was Colorado's first civil rights act.

A public accommodation charge must be filed with the Colorado

Regional offices and 6.5 per month in the Denver office.

In addition to new charges, the Compliance workload statewide included 362 cases carried over from the previous fiscal year, 101 cases deferred from EIOC (refer to State/Federal Relationship), 46 Conciliations, 105 Appeals, and 18 Reinvestigations. Of the new cases filed, 275 (27%) were filed in Regional offices; 756 (75%) were filed in Denver. A total of 325 open cases were carried over from this fiscal year into FY 82-83.

During FY 81-82, combined

Civil Rights Commission within 60 days of the alleged act of discrimination. A civil complaint also may be filed in county court, but may not be filed with both the Commission and the courts.

Of the 1,563 cases processed during FY 81-82, 219 (14%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.

- o Within the Denver metropolitan area two outreach offices continued to provide compliance and educational services to a broad cross-section of the Denver Community. These offices were located in the Five Points Community Center at 2855 Tremont and in the Human Resource Center at 801 West 5th Avenue. (Refer to last page for current CCRD office locations.)

COMPLIANCE

COMPLIANCE STAFF AND SERVICES

o Total Compliance staff in Denver numbered 10 investigators. Average case closures per investigator was 5.73 per month in the Regional offices and 6.5 per month in the Denver office.

o In addition to new charges, the Compliance workload statewide included 362 cases carried over from the previous fiscal year, 101 cases deferred from EEOC (refer to State/Federal Relationship), 46 Conciliations, 105 Appeals, and 18 Reinvestigations. Of the new cases filed, 275 (27%) were filed in Regional offices; 756 (73%) were filed in Denver. A total of 325 open cases were carried over from his fiscal year into FY 82-83.

o During FY 81-82, combined

The northeast section of Colorado is serviced by the Greeley office. The western slope is serviced by the office located in Grand Junction whereas the San Luis Valley is serviced by the Alamosa office. The Pueblo office covers the Arkansas Valley, and the Colorado Springs office services the mid-section of the State. (Refer to map.) The five regional offices cover

94% of the State's areas and service 94% of the State's

compliance efforts of the Regional and Denver staff resulted in settlement benefits totaling \$602,962 of actual and prospective relief.

Of the 1,563 cases processed during FY 81-82, 219 (14%) fell within the exclusive jurisdiction of the Colorado Civil Rights Commission.

o Within the Denver metropolitan area two outreach offices continued to provide compliance and educational services to a broad cross-section of the Denver Community. These offices were located in the Five Points Community Center at 2855 Tremont and in the Human Resource Center at 801 West 5th Avenue. (Refer to last page for current CCRD office locations.)

100 preventative workshops and meetings for the benefit of public and private sector organizations, particularly in the area of employment, were conducted throughout the five regions by the Regional Managers.

569 pre-intakes, not resulting in the filing of formal charges, were handled by the Regional office staff.

REGIONAL OFFICES

REGIONAL OFFICES STAFF AND SERVICES

The Colorado Civil Rights Division has five regional offices located in distinct regional areas. Each regional office is staffed with a Manager/Investigator and a Secretary. The Manager is responsible for managing the office as well as functioning as an investigator, which includes performing intake, mediation and investigation of charges. In addition to the compliance responsibility, the Investigator also performs a preventative role by conducting Research and Education activities, which includes presenting workshops for the benefit of employers. The Secretary handles information calls and performs the scheduling of appointments as well as other clerical-related duties.

GEOGRAPHICAL REPRESENTATION

The northeast section of Colorado is serviced by the Greeley office. The western slope is serviced by the office located in Grand Junction whereas the San Luis Valley is serviced by the Alamosa office. The Pueblo office covers the Arkansas Valley, and the Colorado Springs office services the mid-section of the State. (Refer to map.) The five regional offices cover

94% of the State's areas and service 44% of the State's population.

COMPLIANCE ACTIVITIES

- 311 cases were completed by the Regional staff which represents (33%) of the total cases completed by the Colorado Civil Rights Commission in FY 1981-82.
- The regional offices are staffed with (33%) of the CCRD compliance staff.
- \$258,338.95 in combined actual and prospective relief for Charging Parties was reclaimed by the Regional staff through the Expedited Resolution Program and conciliation process.

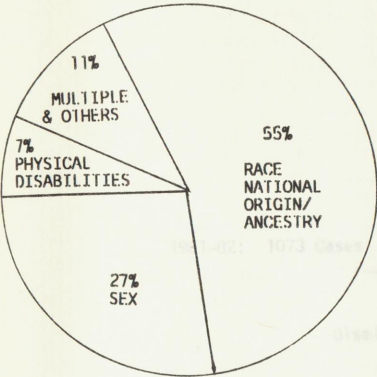
RESEARCH AND EDUCATIONAL ACTIVITIES

- 108 preventative workshops and meetings for the benefit of public and private sector organizations, particularly in the area of employment, were conducted throughout the five regions by the Regional Managers.
- 569 pre-intakes, not resulting in the filing of formal charges, were handled by the Regional office staff.

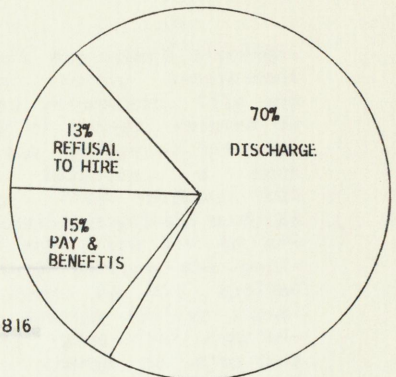
TYPES OF CHARGES BY BASIS AND ISSUE FILED WITH THE CCRD; 1981 - 82

EMPLOYMENT

BASIS



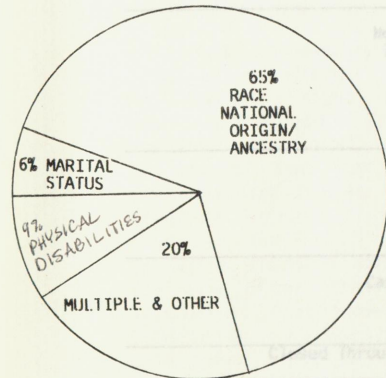
ISSUE



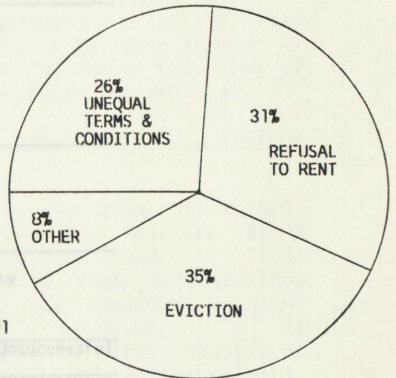
TOTAL EMPLOYMENT CASES = 816

HOUSING

BASIS



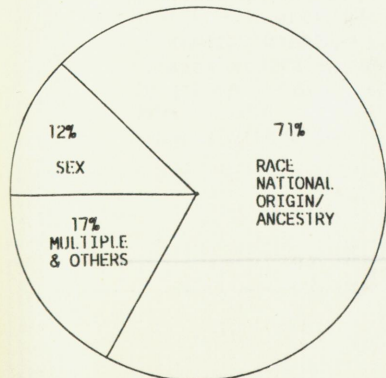
ISSUE



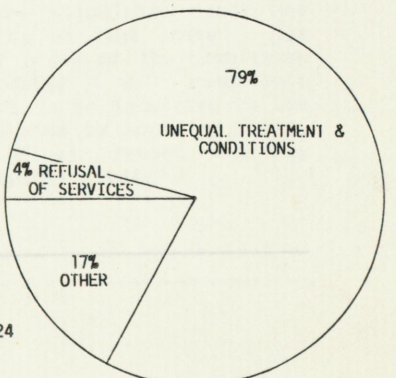
TOTAL HOUSING CASES = 91

PUBLIC ACCOMMODATIONS

BASIS



ISSUE



TOTAL PUBLIC ACCOMMODATIONS CASES = 24

CCRD CASES BY TYPE OF CLOSURE

1981-82: 1073 Cases

Dismissed by Director/No Probable Cause

435
(41%)

No Fault Settlement Agreements/
Incl. Withdrawal w/Settlement

334
(31%)

Administrative Closures

164
(15%)

Cases Withdrawn by Charging Party

100
(9%)

Closed Through Conciliation/Successful & Unsuccessful

40 (4%)

MAKING A DIFFERENCE: HEARINGS

During its monthly meetings the Colorado Civil Rights Commission reviews cases which have been appealed from the Director's finding or which the Director and the staff of the Attorney General's Office believe should be set for hearing. The Commission may hear the case itself, assign an individual Commissioner to hear the case, or request the Department of Administration, Division of Hearing Officers, to hold a hearing.

The following are three cases which were authorized for public hearing by the Commission.

Amy Budde vs. Miles & McManus Travelers Insurance Co.

This was an employment discrimination charge in which Ms. Budde alleged that she was discharged from her position of legal secretary because of her sex and also that she was denied insurance coverage because of her pregnancy. The CCRD Director issued a probable cause finding and after there was no settlement agreement met, Commission authorized this case for public hearing. Hearing Officer's ruling ordered the employer, Travelers Insurance, to pay employee \$1,751.20, cease and desist its acts of excluding maternity benefits from insurance coverage, adopt a new insurance plan within 60 days, and file written reports with CCRC.

James Garnett vs. City and County of Denver

In this employment discrimination charge, complainant alleged respondent, City and County of Denver, refused to hire him because of his physical handicap, a back injury. City rebutted that applicant's physical handicap would not allow him to effectively perform the position that he had applied for. Hearing Officer subsequently ruled that complainant's charge be dismissed because the complainant and CCRC, which had upheld complainant's charge, did not meet their burden of proof to show pretext or invalid basis by the City and County of Denver in their rejection of applicant to the position.

Van Dine and Guthrie vs. Picture Ranch

Couple, Van Dine and Guthrie charged that Picture Ranch refused to rent or lease space to them because they were not married. Under C.R.S. 24-34-502, it is unlawful to refuse housing on the basis of marital status. A cease and desist order was issued by a hearing officer to Picture Ranch on the basis of the stipulated facts and briefs of the case. The final order of the Commission stipulated a compliance report to be submitted to the Commission by April 30, 1984, and final report due by January 31, 1984.

BUDGET

General Fund	Federal Funds (EEOC)
\$646,283	\$330,000

TOTAL: \$976,283

GENERAL FUND APPROPRIATION BY LINE ITEM

Personal Services	\$575,185	(23 FTE)
Operating	35,995	
Travel and Subsistence	8,279	
Hearings pursuant to Complaint	8,000	
Legal Services	18,824	

The total General Fund appropriation represents a \$398 decrease from the previous year's appropriation, while the Consumer Price Index for the Denver area rose by approximately 8.6 percent* over the previous year.

Total FTE appropriated represents a decrease of 3.0 from the previous year. (The Joint Budget Committee cut .5 FTE from each of the five regional offices and .5 FTE from the Denver Compliance Unit.)

FEDERAL FUNDS APPROPRIATED BY LINE ITEM (Source: Equal Employment Opportunity Commission)

Personal Services	\$ 224,795	(11 FTE)
Operating	6,197	
Hearings	9,988	
Legal Services	75,499	
Indirect Cost Assessment	13,521	

*CPI rate obtained from the Colorado Labor Force Review, a monthly publication.

HUD Grants (Special Grants are not included in above graph.)

HUD-Staff Training Grant 81-82

Indirect Cost Assessment	\$ 7,007
Total Available for Training	69,993

HUD-Providers Training Grant

Indirect Cost Assessment	1,820
Total Available for Training	18,180

HUD-Data Systems Modification

Indirect Cost Assessment	728
Total Available to CCRD	7,272

HUD-Social Indicators Development

Indirect Cost Assessment	2,457
Total Available to CCRD	24,543

HUD-Social Indicators Model

Indirect Cost Assessment	3,185
Total Available to CCRD	31,815

HUD-Fair Housing Center

Indirect Cost Assessment	4,550
Total Available to CCRD	45,450

HUD-Testing Grant

Indirect Cost Assessment	1,820
Total Available to CCRD	20,000

LOOKING AHEAD:

CCRD FUTURE GOALS

CCRD REGIONS AND OFFICES

CENTRAL OFFICE

1525 Sherman Street, Room 600C

- o EQUAL OPPORTUNITY FOR ALL

Fair Employment Practices

Fair Housing Practices

Open Public Accommodations

REGIONAL OFFICES

- o A MULTI-CULTURAL COOPERATIVE SOCIETY

- o LIBERTY AND JUSTICE FOR ALL

815 Main Street
Alamosa, CO 81101
505-3101

1549 Main Street
Suite #1

13th and Francisco
State Hospital Grounds
Building 2 - Room 31
Pueblo, CO 81003

105 East Vermijo
Professional Building
Suite 441
Colorado Springs
Colorado 80903
623-2075

243-9242
725 - 8th Street
Suite #210
Greeley, CO 80631
356-9221

545-3520
545-3650

*Current through June 30, 1982

COLORADO CIVIL RIGHTS DIVISION REGIONS AND OFFICES*

CCRD REGIONS AND OFFICES

CENTRAL OFFICE

1525 Sherman Street, Room 600C
Denver, Colorado 80203
866-2621

OUTREACH OFFICES

Five Points Office
2855 Tremont Place
Denver, CO 80105
866-3684

Platte Valley Action Center
2607 West 14th
Denver, CO 80204
534-7244 (Tuesdays only)

REGIONAL OFFICES

815 Main Street
Alamosa, CO 81101
589-9101

105 East Vermijo
Professional Building
Suite 444
Colorado Springs
Colorado 80903
623-2075

1649 Main Street
Suite #1
Grand Junction,
Colorado 81501
243-9242

725 - 8th Street
Suite #210
Greeley, CO 80631
356-9221

13th and Francisco
State Hospital Grounds
Building 2 - Room 31
Pueblo, CO 81003
545-3520
545-3650

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